

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

THE MINIMUM WAGES ACT, 1948 – Revision of minimum rates of wages in the Employment in “**MINI AND TINY CEMENT FACTORIES**” in Part-I of the Schedule to the said Act – Preliminary Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (Lab.II) DEPARTMENT

G.O.Rt.No. 152

Dated.02.02.2013.

Read the following:

1. G.O.Ms.No.118, LET & F (Lab.II) Dept, Dt.07.12.2007.
2. From the COL, Andhra Pradesh, Hyderabad, Lr.No.N1/9663/2012, dated.15.11.2012.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Andhra Pradesh Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

J.C. SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Andhra Pradesh, Hyderabad for publication in the Extra-ordinary issue of Andhra Pradesh Gazette and supply 20 copies to Government, 600 copies to the Commissioner of Labour, Hyderabad.

The Commissioner of Labour, Andhra Pradesh, Hyderabad.

All District Collectors, through the Commissioner of Labour, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The OSD to Hon'ble M (LETFB & ITIs).

The P.S. to Principal Secretary, LET & F Department.

The P.A. to Deputy Secretary, LET & F Department.

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

PRELIMINARY NOTIFICATION

The following revision of minimum rates of wages as specified in column (3) of the Schedule appended to this notification payable to each category of employees specified in the corresponding entry in column (2) thereof and employed in the employment in "**MINI AND TINY CEMENT FACTORIES**" included in Part-I of the Schedule to the Minimum Wages Act, 1948 (Act XI of 1948) which it is proposed to be made in exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act XI of 1948), is hereby published for information of all the persons likely to be affected thereby as required under clause (b) of sub-section (1) of section 5 of the said Act.

2. Notice is hereby given that any objections or suggestions, in respect of the wages as proposed in the Schedule, which may be received within a period of two months from the date of publication of this notification in the Andhra Pradesh Gazette, will be considered by the Government of Andhra Pradesh.
3. Objections or suggestions should be addressed to the Principal Secretary to Government, Labour, Employment, Training and Factories Department, Government of Andhra Pradesh, Hyderabad through the Commissioner of Labour, Andhra Pradesh, Hyderabad.

SCHEDULE

NAME OF THE SCHEDULED EMPLOYMENT:
MINI AND TINY CEMENT FACTORIES

Sl. No.	Category of Employment	Basic wage (in Rs.)	Cost of Living Allowance to be paid per each point of increase (in Rs.)
1	2	3	4
HIGHLY SKILLED			
1	Supervisor / Chief Chemist	7370	8.30
SKILLED			
1	Assistant Chemist / Tester / Any other category which is not covered above	6877	7.75
2	Senior Miller / Senior Welder / Senior Fitter / Any other category which is not covered in the above categories	6657	7.50
3	Tally Checkers / Packers / Chemist / Any other category which is not covered in the above categories	5888	6.65
4	Mill Operator / Fitter / Turner / Welder / Machinist / Electrician / Burner / Design Assistant / Miller / Driller / Ganger / Mechanic / Helper / Any other category which is not covered in the above categories	5371	6.05
SEMI SKILLED			
1	Mechanical Attendants / Sample Boy / Maistry / Any other category which is not covered in the above categories	5037	5.70
UNSKILLED			
1	Office Boy / Cleaner / Attender / Any other category which is not covered in the above categories.	4667	5.25
OFFICE STAFF			
1	Senior Assistant	6438	7.25
2	Accountant	5888	6.65
3	Typist / Clerk / Assistant Time Keeper / Accounts Assistant / Assistant Store Keeper / Stores Assistant / Any other office category which is not covered in the above categories	5742	6.50

COST OF LIVING ALLOWANCE

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 884 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index numbers for half year ending December and June respectively shall be taken into account. The details of calculation of Cost of Living Allowance for any rise in cost of Price Index over and above 884 points are specified at Col.No.(4) against each category in schedule.

NOTE:-

1. Definitions:-

Highly Skilled:- Highly skilled is one which involves skill or competence of extraordinary degree and supervisory ability.

Skilled:- Skilled is one who is capable to work independently and efficiently and turning out accurate working. He must be capable of reading and working on simple drawing if necessary.

Semi skilled:- Semi skilled is one who has sufficient knowledge of that trade to be able to respective work and simple job with the help of simple tools or machines.

Unskilled:- An unskilled employee is one who does work that involves the performances of the simple works which require the exercise of little or no independent judgment or previous experience although a familiarly with the occupational environments if necessary. No worker shall be classified as unskilled if he is called upon to operate any machine.

2. If any of the categories employed in this employment are left out they should not be paid less than the minimum rates of wages fixed in the category of the workers, being the same and similar category of work in this employment.
3. Where piece-rate workers are employed, the remuneration paid to each of them for a normal working day shall not be less than the minimum wage fixed for a general worker being similar work, calculated on the basis of 8 hours a day.
4. To arrive at a daily rate, the monthly rate shall be divided by 26, which includes the rest day wages.
5. Where the nature of work is the same, no discrimination on payment of minimum rates of wages should be made in respect of male and female workers.
6. Where any category of employee is actually in receipt of higher rate of wages than those specified above shall continue to be paid such higher wages.
7. For categories in the employments of Security Services and Safai Karmacharis, Driver in Public Motor Transport, the minimum wages fixed / revised in the respective employments shall be applicable.